TEAMSTERS LOCAL
705 UPDATE
VOLUME 1 • NUMBER 4 • MAY, 1997

Sometimes you really have to hand it to management. Just when you think you've heard it all, they try some stunt so low-down and dirty, you just have to scratch your head and wonder how they come up with this stuff. Of course UPDATE always includes the Grievance and Arbitration section. But every once in awhile, management does something so ridiculous we think it deserves special recognition for boneheadedness above and beyond the call. When we come across such stories (and unfortunately we always do!), you'll find them highlighted in a new feature called Rat Tales. Just look for our signature rat logo —and when you read the stories remember: We swear we're not making them up!

INSIDE:

2 Secretary-Treasurer's Report
3 Legislative Update
5 Negotiations Updates
7 Grievances & Arbitration
8 UPShot
10 Special Report: Knowledge = Power
15 Shop Talk

Company Spies Slapped in Manteno Kmart Case; Workers Win $47,600

Secretary-Treasurer Gerald Zero celebrates with Kmart warehouse employees after they were awarded $47,600 in a lawsuit against company-hired spies. The lawsuit was filed jointly by the employees and Local 705.

Local 705's ongoing battle to organize Kmart warehouse workers in Manteno notched another victory recently, when Confidential Investigative Consultants, Inc (CIC), a private investigating firm hired by Kmart, settled an invasion of privacy lawsuit filed jointly by the Union and 55 current and former Kmart employees.

The lawsuit was initiated against CIC and Kmart when the workers discovered some Kmart "employees" seemed to be more than just fellow workers. Further investigation by the Teamsters and the employees found that CIC was doing far more than merely checking into employee theft or substance abuse problems as originally claimed by Kmart management. CIC investigators had been snooping into employees' dating and shopping patterns, where they went fishing, and many other off-work actions that had nothing to do with Kmart security. The Union also discovered that CIC reported on employees who had union authorization cards in the personal vehicles.

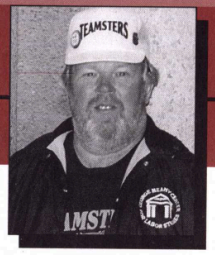
On the basis of this last finding, the National Labor Relations Board issued complaints against Kmart, and ordered the company to post notices throughout the warehouse that they would cease using private detectives to intimidate Kmart employees from exercising their rights to organize and collectively bargain with their employer. The Board fined the company $47,600 for its illegal actions.

"We are very pleased that CIC has decided to settle its part in this important court action. However, we're not stopping here. The Kmart portion of the lawsuit remains active and we are confident that the employees' claim

continued on page 5

Office of the Secretary-Treasurer

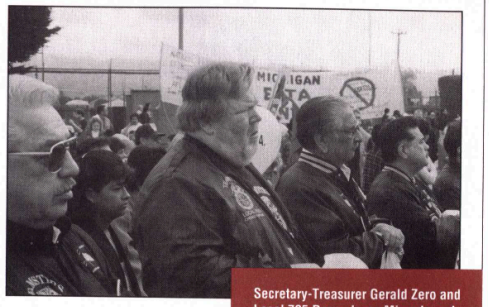
Gerald Zero, Secretary-Treasurer



A promising chapter in American labor history came to a quiet, and unfortunate, close recently. Robert Reich, Yale Law School graduate, Harvard professor and close friend of President Clinton, declined to serve a second term as U.S. Labor Secretary.

Easily the most qualified and labor-friendly person ever asked to serve as Labor Secretary, Reich made conservatives tremble at the mere mention of his name. Many feared he would turn the Labor Department into a "loony bin" staffed by people who actually thought it was a good idea to set and enforce policies that would be beneficial to average working men and women. For years the Labor Department had been used by the wealthy and powerful to stall any gains working people and unions were fighting for. Instead of working for working people, it raised already bloated salaries of CEO's across the country and watered down work rules and other protections for working people. Conservatives feared Reich would put an end to all their fun.

Early in the Clinton Administration's first term, Reich proposed an increase in the minimum wage. In 1995 he said discussions of welfare reform should include the $120 billion in tax breaks given to U.S. corporations every year. He also spoke out against the shameful trend of increased productivity leading to higher profits for corporations, but lower wages for workers.



Secretary-Treasurer Gerald Zero and Local 705 Reps. Jesse Miranda and Louis Miranda traveled to California to join IBT President Ron Carey and thousands of unionists from across the country in a rally supporting strawberry workers. See story and more photos on this important fight on page 13.

Reich worried openly about the 116 million American workers who have trouble making ends meet because their wages have been eroded. He took on sweatshops and retailers for producing and buying garments made in what he called "slave conditions."

Unfortunately, the louder Reich spoke out against these wrongs, the more the Clinton Administration moved to the right. By the end of Clinton's first term the big-money powerbrokers, who circle like vultures around every president, had become increasingly irritated by Reich's bad habit of speaking the truth in public. His voice, solid on behalf of working Americans, started to be drown out by the rich and powerful whispering in Clinton's ear.

Working people around the world have lost a strong advocate for labor and other social reforms. Robert Reich was truly the best cabinet appointment by any president in my lifetime. And I find it troubling that the right-wingers who advise the President were able to stifle a voice that understood that working Americans were getting cheated by corporate greed, and that was never afraid to speak out against it.

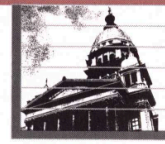
Mr. President, you missed a great opportunity to help the working people of America, who, after all, elected you.

Strike Fund Update

As many cartage and mover contracts expire—and as UPS negotiations intensify—we thought you'd like to know that the Local 705 strike fund has been rebuilt to almost half a million dollars at press time. Strong strike funds are important because they signal to the boss that we'll do what we have to, to protect the members' rights during negotiations. Thanks to all the 705 members who voted for the special assessment.

LOCAL UNION 705 STRIKE FUND
MONTH END BALANCES

DATE	AMOUNT	CHANGE
SEPT 1996	$3,014.19	
OCT 1996	$30,447.40	$27,433.21
NOV 1996	$136,852.70	$106,405.30
DEC 1996	$215,847.28	$78,994.58
JAN 1997	$287,758.20	$71,910.92
FEB 1997	$360,033.67	$72,275.47
MAR 1997	$403,468.67	$43,435.00



Legislative Update

The legislative assault on labor continued in both the U.S. Congress and the Illinois General Assembly this year. But the good news is the margins of victory for anti-labor politicians were shrinking as the UPDATE went to press. That means that if Congress does pass anti-worker proposals, the bills will not necessarily have enough support to overturn a Presidential veto.

The latest attack on workers' rights came in the form of two bills: the overtime bill and the "company union" bill.

The overtime bill would substitute overtime pay with so-called "comp" (compensation) time instead. Proponents claim it will help the President expand the Family and Medical Leave Act, but their own words give the lie to that claim. Susan Eklerly, who represents small business interests, testified before the Senate: "[Small businesses] can't afford to pay their employees overtime. Say you're a building contractor ...you want to have your employees work 30 hours one week and 50 hours the next. *You don't want to have to pay in that second week 10 hours of additional overtime to your employees."*

Excuse us! But we fail to see how legislation that makes us work more for less pay is "family friendly." Eklerly's plan encourages unpredictable work schedules which wreak havoc on families and force workers to be away from their families more than 40 hours in a week, while at the same time cutting their income.

The other problem with "comp" time is that in practice, workers often don't get to take the time they have coming to them. Many companies require employees to work overtime every week to avoid hiring more workers. Chronically short-handed companies are not likely to allow their workers to take the comp time they've accrued.

"The good news is the margins of victory for anti-labor politicians were shrinking"

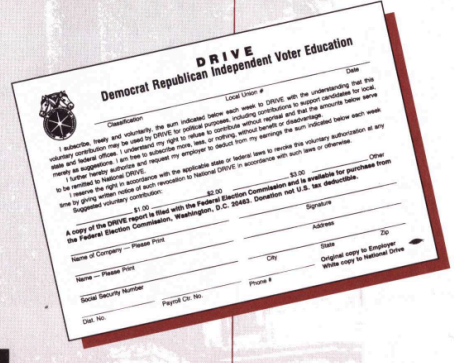
The second bill is the corporate world's annual attempt to create "company unions," which are really a device to divide workers. If passed, it would set up committees of company apologists to counteract legitimate labor-management structures.

At the state level, Sen. Christine Radogno (R-LaGrange) submitted an overtime bill similar to the Congressional bill (above). She has since pulled the bill back, claiming she doesn't want to present legislation that would "conflict with national standards." We appreciate her decision, but wonder if part of the reason for her action is that she won her election by fewer than 100 votes—and might have heard from a few of her constituents!

ANOTHER 705 FIRST PLACE FINISH

Last December, Local 705 cast the most votes in the election for Teamster General President. In February, 705 became the largest local union in Joint Council 25, and in Illinois. Now, Local 705 members have set another benchmark—we're the country's #1 local in DRIVE contributions. That's right, all other Teamsters in the country are chasing the record we set signing up more than 3,500 new DRIVE members in the last 6 weeks! When you add that to the 1,100 Local 705 Teamsters already participating, we're nearing the 5,000 mark—and we're not stopping yet!

"I'm proud any time Local 705 leads the Teamsters in another category, but I'm even prouder of the story behind this story," Secretary-Treasurer Gerald Zero said. "These numbers prove Local 705 members are the best informed Teamsters in the country. You just don't get this kind of participation in a political action program if the members don't understand the need for getting involved. I really want to thank everyone involved with our member-education programs and all the Stewards who have worked so hard to bring the Union's message to our barns."



DRIVE
Democrat Republican Independent Voter Education

Classification — Local Union # — Date

I subscribe, freely and voluntarily, the sum indicated below each week to DRIVE with the understanding that this voluntary contribution may be used by DRIVE for political purposes, including contributions to support candidates for local, state and federal offices. I understand my right to refuse to contribute without reprisal and that the amounts below serve merely as suggestions. I am free to subscribe more, less or nothing, without benefit or disadvantage.
I further hereby authorize and request my employer to deduct from my earnings the sum indicated below each week to be remitted to National DRIVE.
I reserve the right to rescind this voluntary authorization at any time by giving written notice of such revocation to National DRIVE in accordance with such laws or otherwise.
Suggested voluntary contribution: $1.00 $2.00 $3.00 Other

A copy of the DRIVE report is filed with the Federal Election Commission and is available for purchase from the Federal Election Commission, Washington, D.C. 20463. Donation not U.S. tax deductible.

Name of Company — Please Print — Signature

Name — Please Print — Address

Social Security Number — City — State — Zip

Dist. No. — Payroll Ctr. No. — Phone # — Original copy to Employer White copy to National Drive

Local's Strides Make Organizing a Whole New Ball Game

"A few years ago, you couldn't approach tank drivers about joining 705 because of our reputation. Now, those drivers have seen and heard what's going on and they're willing to listen."

That was Bob Yodka's (Avalon Petroleum) impression after his first few weeks as a new lead VOC organizer with Local 705.

705's Volunteer Organizing Committee program officially lifted off in March, when tanker division members Yodka, Rick Romano, Mike Mahoney and Bill Aronowitz were named lead VOC organizers in the Superior Carriers campaign. Working with organizing staffers Frank Fosco and Paul DiGrazia, the lead organizers will direct other tank division volunteers in a host of organizing activities including phone banks, home visits, leafleting and organizing meetings.

When you think about it, organizing new members shouldn't be too difficult. The basic message is: We have to stick together and fight for ourselves, because the bosses are just itching to take advantage of us. Who doesn't understand that? But problems in the Local's past soured a lot of drivers on the Union, and signing people up became tough, Yodka said. Now, with the recent strides the new leadership has been making, drivers are once again eager to join our ranks.

"It's like they've been saying at all the meetings: you can't just leave it to the next guy, because if you sit by, the non-union companies will bring us down to their level. Our job is to get involved and bring those guys up to our level—for them and for us," Yodka said.

VOC held its first major phone bank April 20, and initial results were promising.

"Most of the men we were able to reach seemed interested," Mahoney (Sweeney) said. "I feel good about the way we started."

Mahoney, whose son Ryan is the vice president of the NEA chapter for Calumet Park Public School District 132, was inspired to get involved in VOC when he started seeing positive changes. "I've been a member for 25 years, and for a long time I was just looking to hold on, get my pension and get out. But the Local has changed so much in the last couple of years that all of us are seeing the commitment.

Members from 705's tanker division gathered for the first organizing meeting to launch the Local's new Volunteer Organizing Committee program, in which members take a leading role in building their Union's numbers and strength.

I figured it was time for me to get involved and help."

Brother Romano (Amoco) agreed. "I just about grew up on a truck, helping my dad pull hoses. After driving for a living though, I started to get discouraged. I saw more and more of our work go non-union, but no one seemed willing to do anything about it. Then, after the trusteeship, we started to see Union Reps and people started asking us to get involved—and they've kept it up. I started to think that we could actually turn it around."

Romano also said his enthusiasm must be showing. "My wife told me a while ago that she knew there was a fire in there just waiting to get lit, that I was really happy about things in a way that she hadn't seen for a while. She's right. It's because I really believe I can have some control over what's happening—for a change."

NEGOTIATIONS Updates

LCL Transit - 705 reached a tentative agreement with the company that increases hourly wages $4.60 per hour and mileage 5-cents per mile over the life of the contract.

Rogersaul - Tentative agreement reached; details to come in the next issue of UPDATE.

Mobile - Still negotiating for first contract.

New three-year agreements have been reached and ratified at **American Stone Mix** in Franklin Park and Heyworth; **Environetx/IBI** in Itasca; **Joyce Brothers Storage & Van Co** in Melrose Park; and **Beltmann North American** in Lombard. The agreement with American Stone Mix includes pay raises, an 8-hour guarantee if assigned work, a personal day for *all* drivers, Level 1 participation, and Health & Welfare and Pension benefits. Details on the other contracts were not available at press time.

Press Time News Flash: 705 Notches Another Organizing Win

Drivers at Metal Technology in Carol Stream voted unanimously April 28 to join Local 705. More details to come in the next issue of UPDATE.

Still Going...

Local 705's new leadership continues to cut costs while improving services by:

- Selling off luxury cars;
- hiring rank-and-filers for open Union Rep Positions;
- reducing Rep staff from 38 to 26 while improving service;
- Instituting system of daily reports from Reps;
- Eliminating $130,000 annual two-hour retirement dinner;
- Opening new, more accessible Kankakee office.

REMINDER!

All members should call the Union office at (312) 738-2800 the first day you are off work to put yourself on the Sick List. **The Sick List cannot be back-dated, so be sure to call the first day!** Also, remember to call and have yourself taken off of the list when you return to work.

POP QUIZ

Which ten states lead the nation in percent of workforce unionized? (Answer on page 14.)

Manteno Kmart Case
continued from page 1

against the company will be upheld as well," Local 705 Secretary-Treasurer Gerald Zero said.

"The Labor Board has ordered Kmart to enter into negotiations with its employees on two separate occasions; it has upheld unfair labor practive charges against the company; we have now settled an outrageous invasion of privace lawsuit with an agent of Kmart. The Union and the employees of Kmart are determined to win justice in the court and at the bargaining table no matter how long it takes," Zero added. "We can only hope that this latest victory for the employees will show management that this issue will not go away. Kmart officials should end their policy of delay and intimidation immediately because our latest victory will not be our last one."

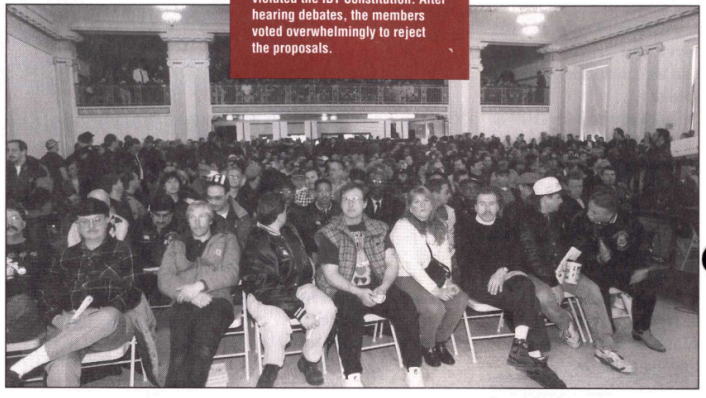
Bylaws Battle: Members Reject Scam Proposals

Monthly elections for Stewards. Attempts to amend the International Brotherhood of Teamsters Constitution at a local union meeting. A bylaw proposal that would deny Teamsters in good standing the right to run for the 705 Executive Board. These are just a few of the strange bylaw changes overwhelmingly rejected by 705 Teamsters in March.

Nearly 1,300 members attended the March 16 membership meeting, heard the debate, then voted by a nearly 2-to-1 margin to reject the proposals that would have plunged the Local into chaos.

"I don't know what the proponents motives were," Secretary-Treasurer Gerald Zero said after the meeting. "But the proposal for elected Stewards had a clause that would let any member—for any reason, at any time—demand a recall election for the barn Steward. As long as the member asked for it in writing to the Executive Board, we'd have to call a new election. The member wouldn't even have to give a reason. Can you imagine the problems that would create?"

Secretary-Treasurer Zero's concerns were echoed by UPS Bedford Steward Rich Carlucci, who said during the floor debate, "I'll be glad to put my record up for election. But we all know that a lot of these barns have someone who's always ready to cut a side deal with management. I bet everyone knows right now which of those guys would be calling new elections all the time, just to create confusion and dissention. All this proposal will do is pit worker against worker." ➡



Nearly 1,300 members packed the Union Hall to vote on proposed bylaws changes that would have plunged the Local into chaos and violated the IBT Constitution. After hearing debates, the members voted overwhelmingly to reject the proposals.

705 Halves Attorneys' Fees in Pension Fund Lawsuit; Union Seeks More Cuts

When Health & Welfare and Pension Funds received $13.5 million in settlement of a lawsuit charging financial mismanagement, the International Brotherhood of Teamsters lawyers who spearheaded the case declined to be reimbursed for their efforts. They felt that members shouldn't have to pay for Danny Ligurotis' financial malpractice. Unfortunately, another team of lawyers hired by a 705 member weren't nearly as generous: they put in claims for more than $4 million in attorneys' fees.

Secretary-Treasurer Gerald Zero, who as Local 705 trustee filed the lawsuit, was convinced those other lawyers were grossly overcharging for their work. "The International hired the private investigators who uncovered the evidence, hired the lawyers who tried the case, and paid the bulk of the related court costs. I saw no reason why the other lawyers should get more than $4 million in fees—money that would come out of the members' Health & Welfare and Pension benefits," Zero said. "There was no way I was going to let those lawyers get that much money without a fight."

705's tenacity paid off this winter when a Federal judge agreed with Zero's assessment and slashed the lawyers' fees in half. "The judge's decision was a good start," Zero said, "but I'm not finished. We've made real progress, but $2 million is too much. It was membership money that was squandered, and the money being returned should go into the members' Funds. We're going to keep fighting to reduce these ridiculous fees even more."

Other proposals concerned voting for business agents and retiree issues that are established under the IBT Constitution, which can only be changed by delegates to the IBT Convention. "I really wonder how sincere the supporters of these changes really are." Harry Stewart asked during the floor debate. "They claim to be active in the Union and know the rules. But Article 22, Section 6 of the International Constitution is clear about the number of elected business agents that are allowed. These people know we can't amend it at a local union membership meeting, so just why are they doing this?"

"All this proposal will do is pit worker against worker."

Most of the members attending the meeting apparently were asking themselves the same question. After hearing only four members speak in favor of the changes, and nearly a hundred lined up to oppose them, a vote was called for. The members voted 2-1 against the changes.

"It was good to see such a good turnout," Secretary-Treasurer Zero said, "and the vote showed that the members think we are on the right track."

Grievances & Arbitration

Berry Bearings—Round Two

You may remember the January issue of UPDATE reported that the Labor Board charged Berry Bearings with gross violations of the National Labor Relations Act. The charges stemmed from Berry's ploy to avoid a fair representation election by creating "lay offs" by dissolving a major part of the company's work.

Last month, an Administrative Law Judge approved a settlement that brought nearly $17,000 to former Berry Bearing employees as settlement of the company's illegal intimidation.

"Even though the Labor Board doesn't have tough enough sanctions to deal with these employers," Local 705 Organizer Frank Fosco said, "we always pursue the strongest possible penalties available to us. All the laid-off employees have found jobs, but we were determined to make Berry Bearings pay something to the guys for the way they were treated."

Rat Tales

Earth to Amerigas!

Here's one you just won't believe! Amerigas driver Jimmy Gross was suspended for three days after he had to leave work because of an illness.

Gross, a 25-year Amerigas employee, had never missed a day, and had gone to the doctor the day before he had to leave work, the day he left, and the day after.

Of course the three-day suspension was overturned and Gross was awarded full back pay when the arbitrator ruled that he did not deserve time off for having to leave work because he was sick.

You'd think even management would realize that a work record like Jimmy's would be cause for reward from Amerigas, not a petty, unjustified suspension!

Guaranteed Hours Upheld by Arbitrator

Local 705 won an important arbitration case in April over the issue of guaranteed work under the MCLAC agreement.

The Union's contract states, "The first 90 percent, by seniority, of employees called or put to work during any day of the regular work week (Monday through Friday) shall be guaranteed 40 straight time hours of work *or the full equivalent of pay* for such regular work week" unless the employee voluntarily decides to take a day off during the same work week. But when a Hyman member was called to work on one day in the work week, the company refused to honor the contract and give him his 40 hours.

The Union took the case to arbitration, arguing that the contract language is clear: Either work them or pay them. After hearing the case, the arbitrator held that the language said what it meant, and meant what it said, and ordered the company to pay up!

UPShot

John McCormick
President

Individual member involvement could be the most important ingredient in this year's UPS contract negotiations. Your participation in contract committee meetings and other organized actions will send UPS the message that Teamster members will fight for their future. The over-70 lbs. package issue affects each of you. The company signed an agreement with the Union in February, 1994 allowing workers to request help in lifting packages weighing more than 70 lbs. *It is up to you to enforce this settlement, which we won by waging a one-day strike.*

Members have already delivered a message to management about our concern for safety by turning out for rallies and leafleting at each UPS location April 23 (see photos of downtown and Palatine actions.) Similar demonstrations in the future will stress the importance of other issues that are critical to our future.

Do your part! Get involved!

Member Involvement Takes Many Forms

The battle lines are being drawn in the contract fight with UPS. The Union is stepping up organizing activities and working hard to bring our health and safety concerns to the public. But the centerpiece of the Union's stratgey is the leadership role that members are taking in this contract drive.

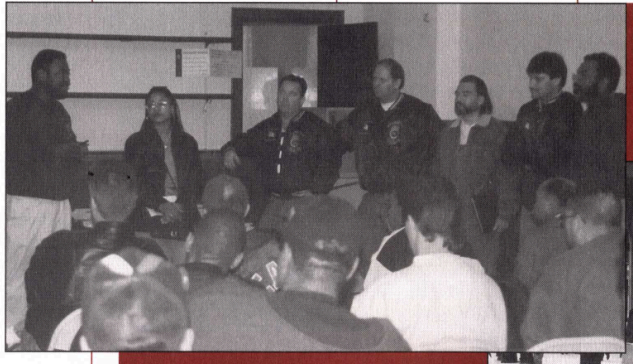
Actions in Streets, at Work Sites Support Negotiators as Talks Heat Up

Local 705-JEFF members have formed a contract organizing committee to plan actions to support the negotiating team and to keep members at the work sites up to date on what's happening in the talks.

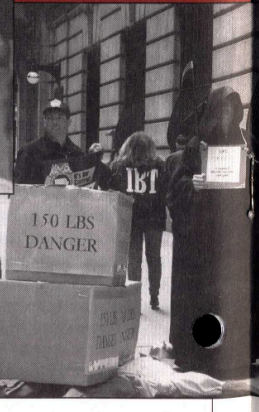
More than 80 members caucused with the bargaining team after the first round of talks with the company. Those members then held a meeting to plan support strategies and to develop plans to get information out to the rest of the members.

"The Union Committee was well organized and very informative. I like the idea of getting more members involved in Union activity," UPS Member George Morcano said after the informational meeting.

UPS members throughout the area have also gotten into the act, participating in demonstrations downtown and in the suburbs protesting unsafe working conditions, and other supporting activities.



UPS members demonstrated downtown and in Palatine, and leafleted at worksites throughout the area to shine a spotlight on the health and safety hazards UPS employees are exposed to.

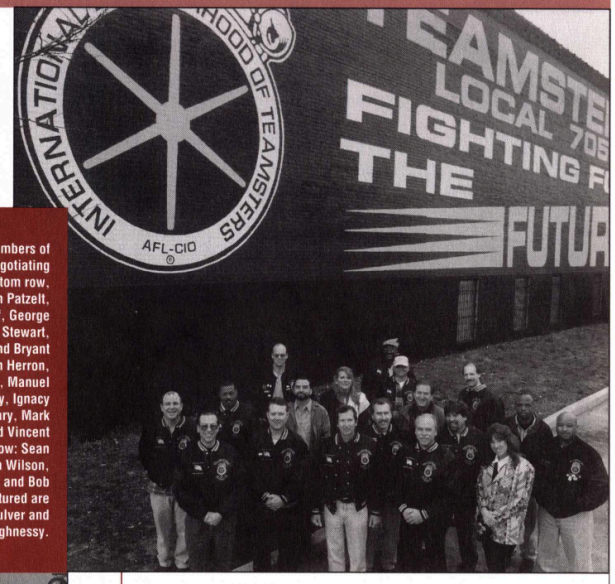


UPS-JEFF members formed a contract organizing committee to support the bargaining team and to keep the membership informed. After caucusing with the negotiators, the committee met to plan its actions, and members were given 705 t-shirts which they will wear on Thursdays to show their support.

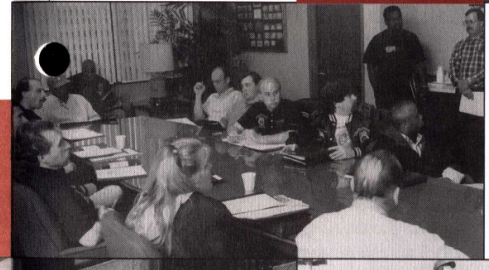
Rank-and-File Negotiating Team Gets Ball Rolling with Chicago UPS

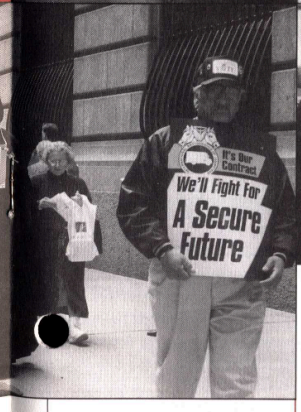
The largest rank-and-file negotiating committee in Local 705 history gathered Monday, April 21 to caucus, then exchange initial proposals with Chicago area UPS management.

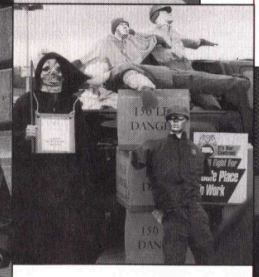
"I think this sends a strong message to UPS workers that every worksite and every job is represented on the committee. It shows that the members' concerns are going to be heard," said Negotiating Committee Member Bryant West, from UPS Jefferson Street.



Pictured are members of 705's UPS Negotiating Committee. Bottom row, from left: John Patzelt, Chris Bytof, George Wedel, Harold Stewart, Lee Ann Wilson and Bryant West. Row 2: Tom Herron, James Morris, Manuel Lara, Kim Obney, Ignacy Green, Jon Clary, Mark DeBree and Vincent Phillips. Top row: Sean Gallman, Freeman Wilson, Joe Strazzante and Bob Smith. Not pictured are Stewards Mike Culver and Dan Shaughnessy.







UPS-4 Returned to Work by Arbitrator's Decision

Four UPS-Jefferson St. members are back at work after Local 705's arbitration efforts paid off last month. The ruling reversed a discharge over an incident that actually was caused by a supervisor's action. Pictured below are UPS-JEFF Members Santiago Tamez, John Colon and Rudolf Morales, and 705 Elected Union Rep. Lorelei Anderson and Recording Secretary Bennie Jackson, who oversaw the successful arbitration case.

SPECIAL REPORT

Knowledge = Power

Craft Meetings Ready Members to Fight Back

Almost nobody is reporting economic news in a way that's meaningful to workers. That's why we have to do it—and we'll keep doing it because members are telling us they want more. Gerald Zero

How does your company's profits and your wages compare to others in your industry? Just what are your rights and how can you defend them? What's the difference between democratic unions and "business unionism," and how does it affect me?

These are some of the questions working people need to be able to answer if they are going to win the battle to secure decent wages and working conditions, and to ensure that our rights are protected against the rich and powerful. Unfortunately the popular media don't exactly bend over backwards to bring that kind of information into our homes every night. (How many newspapers have a "labor" section to go with their "business" section?)

That's why Local 705 established its Craft Meeting Conferences. Craft Meetings bring together members in the same industry to discuss issues that affect them most. Most recently, the Union held Craft Meetings for UPS and Cartage members. In this month's special feature, UPDATE shines a spotlight on some of the most important issues members tackle at Craft Meetings, and some of the Union's strategies for answering the challenges of today.

Why are we working harder, but still falling farther behind?

The Craft Meetings help answer this question by examining certain government policies that had direct effects on working people's standard of living. For example, over the past 15 years, the government:

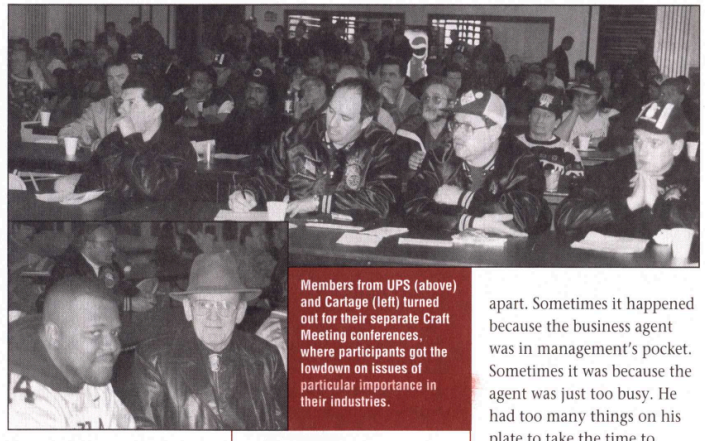
- gave corporations the green light to break unions through striker replacement;
- adopted policies that drove up unemployment in the name of fighting inflation;
- slashed corporate taxes, and not only encouraged foreign investment, but adopted policies especially designed to support it;
- and, under the guise of "getting government off our backs", deregulated many industries, clearing the way for corporate takeovers, which made investors rich while axing hundreds of thousands of good jobs, all in the name improving productivity and competitiveness.

"This is the kind of conference that should be televised or videotaped so more people could find out how well the Local is teaching the members." Marcus Bias-Devon Cartage

The effects on working people have been severe. Instead of one paycheck feeding the family, households now need two incomes just to keep their heads above water. Family incomes (adjusted for inflation) declined nearly 10 percent. Taxes for the rich and corporations went down, while average American were asked to foot even more of the bill.

Most upsetting of all: **American productivity has soared, but the workers who made it happen reaped none of the benefits.**

"The meetings were educational and informative. I like the fact that the Union is redirecting some of the money toward programs to educate the membership." UPS Part-timer Vincent Phillips



Members from UPS (above) and Cartage (left) turned out for their separate Craft Meeting conferences, where participants got the lowdown on issues of particular importance in their industries.

Economic Uncertainty Makes Representation More Important Than Ever

Corporations grew increasingly fat over the last few decades, but their burgeoning wealth did not make them more inclined to treat employees fairly. Instead, companies became emboldened to adopt a You-and-what-army? attitude toward respecting workers' rights. But at the Craft Meetings members reviewed what their rights are and how best to protect them.

"These meetings give us a great opportunity to speak directly with the rank and file about their rights. By doing this, we help them and their Stewards, because an educated, involved member is the best ally a Steward can have," said Jim Lyons, who was the principal discussion leader at the meetings.

Abandoning Business Unionism Increases Union Power

The Craft Meetings also encouraged members to get active in their union the way workers used to be when the labor movement was at its strongest.

Imagine: A "suit" rolls up in a Lincoln and strolls past the break room and into the boss' office. Half an hour later he comes out and a member asks him how contract negotiations are going. "Fine," he says. "I'll be in touch." Then he walks out of the building and heads for his next stop.

Does this style of "union representation" sound familiar? Similar scenes were played out constantly over the past thirty years—and not just in the Teamsters. Union Representatives often looked and acted so much like the bosses it was hard to tell them apart. Sometimes it happened because the business agent was in management's pocket. Sometimes it was because the agent was just too busy. He had too many things on his plate to take the time to inform the members what was going on in their union. But whatever the reason, both the members and the Union suffered greatly as the distance widened between Union staff and members.

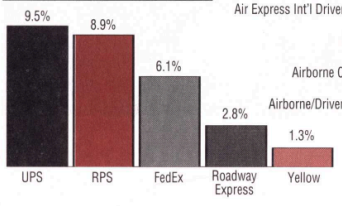
Discussions at the Craft Meetings called for an end to this kind of unionism, offering instead our Volunteer Organizing Committees, in which members' take the reigns in the charge to protect workers' rights (see related story on page 4).

"With all of the setbacks working people have faced in the last few decades, now's the time for unions to go back to the future—back to the kind of action-based unionism that built the movement and made it strong," said Secretary-Treasurer Gerald Zero. "VOC's are an important part of that move because they put power back in the hands of the members where it belongs."

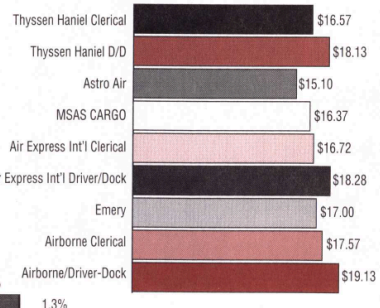
Industry Comparisons—How Your Company Stacks Up

How does UPS' profit margin compare to Yellow Freight's? What's the wage differential between Airborne Express, Emery Worldwide and MSAS Cargo? The accompanying charts will help you to find out how your company and wages compare.

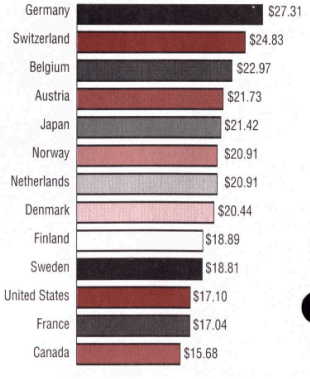
1996 Operating Margin Comparison



Air Freight Industry Wage Rates
Full-Time Wages as of **2/23/97**



Manufacturing Compensation
Hourly costs for production workers **1994**

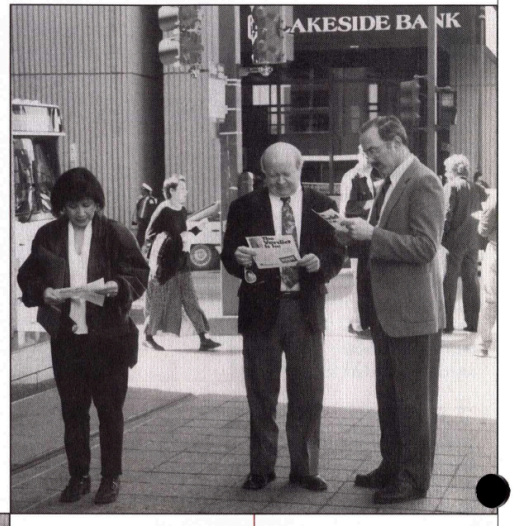


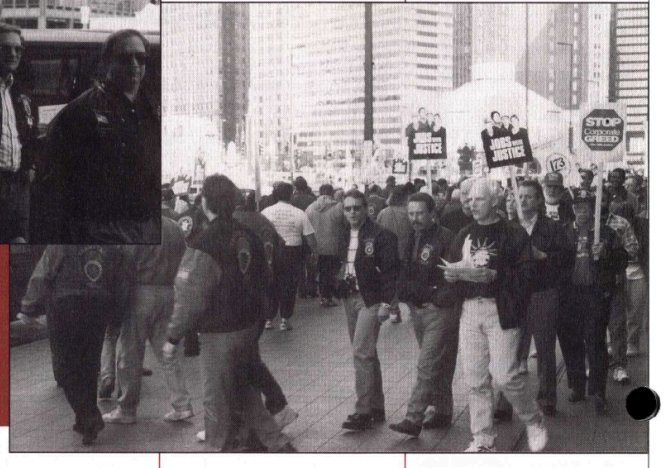
705 Helps Locked-out Detroit Workers Bust a Union Buster

Thirty Local 705 members, locked-out workers from the Detroit News and Free Press, and about 200 other area unionists took to the streets April 2 to let union busters in Chicago know, "We don't want your kind here!"

The delegation picketed the Chicago offices of Winston & Strawn, a powerful and politically connected law firm. Locked-out workers from four Detroit unions brought their battle to Chicago because Winston & Strawn Board Chairman Emeritus Thomas Reynolds Jr. serves on the board of directors of the union-busting Gannet newspaper chain. Gannet owns USA Today and the Detroit News, one of the two Detroit newspapers that declared war on 2,000 Teamster, Newspaper Guild, Graphic Communications, and Communication Workers of America union members.

Dozens of unfair labor practice charges already have been filed against Gannet since the contract dispute began in July 1995. That number is growing every day, as workers who have been called back are experiencing the same kinds of harrassment that caused the strike in the first place.





705 members join locked-out newspaper workers from Detroit and other Chicago-area unions protesting a local law firm that has ties to the union-busting Gannet newspaper chain. Chicagoans on their way to work stopped to read Union leaflets exposing Gannet's corporate greed.

705 Stewards Hail the Chief at Carey Inauguration

Ten rank-and-file activists joined Local 705 Secretary-Treasurer Gerald Zero and President John McCormick as special guests at General President Ron Carey's reelection inaugural March 22. "It was a real honor and I'm really proud to be a member of Local 705," said Dennis DeBoni (Howard Delivery). "I talked to a lot of other people from other locals while I was there, and Local 705 was the only one I saw that brought rank-and-file Teamsters to the ceremony."

Local 705 Officers and Stewards Local were on hand to congratulate IBT President Ron Carey at his second inaugural held March 22. Pictured are Victor Emeric, Dennis Cusomano, Harry Stewart, Gregg Foster, former 705 Contract Administrator Jo Pressler, Secretary-Treasurer Gerald Zero, Iggy Green, Kathy Gedeon, Jerry Blitzstein, Dennis DeBoni, John Clary, Bernard Jensen and 705 President John McCormick.

705 Joins Thousands in California to Support Strawberry Workers

Six Local 705 representatives were among thousands of Teamsters and other unionists from across the country who protested the inhumane treatment of workers in the strawberry industry. Secretary-Treasurer Gerald Zero, 705 retiree Tom Rodriguez, 705 member Louis Miranda and Union Reps Donald Barnett and Jesse Miranda joined the April 12 and 13 march through the California strawberry fields. The demonstration was part of a nationwide campaign to help strawberry workers win such fundamental reforms as health insurance, decent wages, and access to clean drinking water and sanitary restroom facilities. International Brotherhood of Teamsters President Ron Carey was also on hand to support the strawberry workers' campaign.

Congratulations!

Congratulations to the winners of the Local 705's 1997 College Scholarship Competition (and their parents!). This year's champs are: Peter B. Braszas (Peter Brazas, Interstaff Logistics), Scott Erdman (Fred C. Erdman, ABF Freight), Emmett Hogan (John E. Hogan, UPS-Addison), Jeanine Peccatiello (Anthonly L. Peccatiello, ABF Truck Lines) and Lauren K. Wolfe (Patrick Wolfe, Holland).

And kudos to the winners of Local 705's Union Celebration Essay Contest: Patrick M. Deegan (Patrick Deegan, Amoco Oil), Darragh Hogan (John E. Hogan, UPS-Addison), Holly King (Ronald King, Goldtrap Trucking).

Special congratulations to the Hogan Family, which had a winner in each category!

705 Scholarship Helped Launch Local History Book Author

William Bike, son of retired 705 member William Bike, Sr., was the first person in his family to graduate college, and he did it with the help of a four-year scholarship from the Local. Bike won a scholarship in the 1975 Competition on the basis of his exemplary test scores.

"I didn't know what I wanted to do when I got out of high school," William said. "But the Teamsters scholarship let me go to DePaul University, where I joined the newspaper and decided to become a writer."

Bike now works at the University of Illinois, where he is the editor of the Alumni Report magazine. He is also the associate editor of the Near West Gazette community newspaper.

You can order copies of Bike's book *Streets of the Near West Side* by sending a check for $11.95 (which includes delivery) to Central Park Communications, 3632 N. Central Park Ave., Chicago, IL 60618. You can also place orders by phone at (773) 866-0024 or fax at (773) 866-0025.

Want the Latest? Call 1-800-551-5705

The Weekly Update telephone line is being widely used. Information is updated each Friday afternoon in order to provide you with current information regarding Local 705, the International and Labor in general. Give your union representative constructive suggestions on how the service may be improved.

Pop Quiz

Answer from page 5

1 New York: 27.7%
2. Hawaii: 24.1%
3. Michigan: 23.7%
4. Alaska: 23.1%
5. New Jersey: 21.9%
6. Minnesota: 20.3%
7. Illinois: 20.2%
8. Connecticut: 20.2%
9. Washington: 20.1%
10. Oregon: 20%

705 Raises Pension Contributions

Local 705's improved financial stability is not just making the Union stronger, it is yielding significant Health & Welfare and Pension improvements for members. By correcting long-standing problems in the Health & Welfare Fund, the Union was able to:

- allocate an additional $19 per week per member to the Pension Fund;
- cut vesting time in half, from 10 years to 5 years;
- increased the number of hospitals available under the Health Plan.

From 1986 to 1994, no additional funds were allocated to the Pension Fund—a direct result of years of overspending in the Health & Welfare Fund. But after 705 was placed under trusteeship, the Union corrected enough problems to allow it to put in an additional $4 per week in 1995, another $4 in 1996, and an additional $19 per week this year.

COBRA Benefits Available

COBRA coverage is an extension of Health and Welfare benefits available to you, as a Teamster member, and your dependents in the event that you lose coverage. If you lose your coverage and want to elect to pay into COBRA, you must notify the Fund Office and file a written application. Coverage can be extended up to 36 months, and you must make monthly payments to continue your coverage. If you have any questions, please contact the Health and Welfare Eligibility Department.

Weingarten Rights

The Supreme Court has ruled that an employee is entitled to have a Union Representative present during any interview which may result in his or her discipline. **It is up to you, the employee, to insist on having your Union Representative present.** If you fail to do so, you may waive your rights.

Suggested Interrogation Rights Statement:

"If this discussion could in any way lead to my being disciplined or terminated, or affect my personal working conditions, I respectfully request that my union Steward, Business Agent or Union Officer be present at this meeting. Without representation, I choose not to answer any questions."

Shop Talk

New Faces

We want to welcome two new Union Representatives to Local 705:

Mark Postilion, formerly a Union Steward at Airborne Express. Mark was an Airborne driver out of the Buffalo Grove facility, and a Local 705 member for the past 14 years. He has been assigned as a Rep. for all freight companies, such as Airborne, Air Express International and Emery.

Bruce Weyand, formerly a Union Steward at the UPS-Franklin Park Center. Bruce was a package car driver and has been a member for 24 years. He will represent UPS members from the Central District.

Law Clerk **Pablo Almoguer** will be leaving 705 in May. He will be replaced June 1 by former NEA-IEA Member and Grievance Rep. **Linda Severin.**

ATTENTION MEMBERS

Do you have a college student in your family who's interested in the union movement and would like to earn some extra money this summer? Maybe the AFL-CIO Union Summer Program is the place for them! If so, have them call 1-800-952-2550.

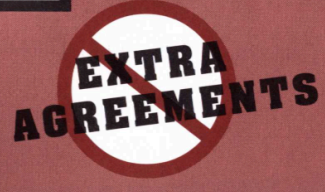
Ya' Say It's Your Birthday. . .

Tom Carpenter (2/1), Ed Benesch (2/2), Bruce Paulis (2/4), Theresa Cloney (2/5), William Blake (2/15), Joe McCormick (2/15), Robert Persak (3/4), John McCormick (3/12), Larry Keller (4/25), Gerald Zero (4/27), Van Barnes (5/14), Richard DeVries (5/17) and Gloria Clauss (5/18).

. . .Happy Birthday to Ya'!

Keep in Touch

Springtime is upon us. Time for getting your lawn in shape, cleaning out those closets, and moving! If you have moved or are planning to move, please remember to call the Local 705 Union Department at (312) 738-2800 to give us your new mailing address.



Phone First!

The voice mail system has been up and running for a few months now. To make reaching Union Reps. and Local 705 staff even easier, detach the following list of extensions for a quick reference. Or you can reach Sam in the Cage between 5 a.m. and 5 p.m. at extension 300.

Anderson, Lorelie	326
Barnett, Donald	317
Benesch, Ed	322
Blake, William	328
Carpenter, Tom	316
Clauss, Gloria	265
Cross, Otis	319
De Vries, Richard	331
Digrazia, Paul	334
Fosco, Frank	333
Galles, Greg	311
Jackson, Bennie	323
Keller, Larry	332
Lass, Mike	343
Lodovico, Sam	300
Lyons, Jim	309
Malden, Tom	338
Marasovich, Mike	320
Matter, Steve	337
McCormick, John	305
Mendez, Doris	102
Miranda,Jesse	339
Nightwine, Tom	310
Persak, Bob	324
Pocztowski, Steve	321
Postilion, Mark	344
Saldana, Rich	330
Skoufis, Katina	307
Sylvester, Jim	327
Teas, Charlie	318
Thornton, Mike	313
Waterhouse, Paul	304
Weyand, Bruce	325
Zero, Gerald	100/500
Joan Somer/Union Dues	219
Pension Dept.	242
Medical/H&W Dept.	229
Sick List	200

Or, just stay on the line and leave a message in the general mail box. We will forward it to the person/department that you are trying to reach.

Local 705 Now Averaging Two Arbitration Cases Per Week

Discharges overturned. A $10,000 award to a UPS package car driver. Diversion-of-work victories. Anderson Brothers wage claims wins. Every issue of the UPDATE has featured important arbitration cases 705 has won —the kind of victories that were unheard of around the Local until the last three years.

A grievance procedure that doesn't include an arbitration clause is a grievance procedure that seldom works. By the same token, a union that doesn't use its arbitration rights might as well not even have a grievance procedure. In either case, members lose their rights on the job.

No one knows that better than Local 705 Attorney Tom Carpenter, who is responsible for overseeing the Local's arbitration and Labor Board cases. "Arbitrations are a lot of work and can cost a lot of money," Carpenter said. "But employers will eat you alive if you show you're afraid to pull the trigger once the six-man boards deadlock."

Companies often deliberately deadlock grievances in the hopes that unions will be afraid to spend the money to arbitrate the case.

"If we didn't push some of these cases to arbitration, it would be like handing the company a victory," he said. "It's only by arbitrating cases that we win big issues like the UPS vacation pay arbitration, or settle important cases like the Anderson Brothers wage claims."

A comparison of Carpenter's arbitration schedule with records that were found for the last year of the Ligurotis regime shows just how much more representation members are getting under the Local's new leadership. "Only three grievances were arbitrated that year, and that's far below our activities since the trusteeship was put in place and the new leadership was subsequently elected."

For example, in 1994 and 1995, more than 70 grievances were deadlocked and the Local arbitrated well over half of those cases. Another 120 grievances were deadlocked last year and 30 have already deadlocked in January and February of 1997. "I now average almost two arbitration cases a week," Carpenter said. "It's clear that our Stewards and our Reps are doing a great job representing members. But it's just as clear that the members now have enough confidence in the Local's leadership that they're really starting to exercise their rights."

Executive Board

GERALD ZERO
Secretary-Treasurer

JOHN B. McCORMICK
President

ED BENESCH
Vice-President

BENNIE JACKSON
Recording Secretary

GREG GALLES
Trustee

STEVEN MATTER
Trustee

MIKE THORNTON
Trustee

Elected Representatives

Lorelei Anderson
Sergio Oceguera
Robert Persak
Steve Pocztowski

TEAMSTERS LOCAL 705
1645 West Jackson Boulevard
Chicago, IL 60612

Non-Profit Org.
U.S. Postage
PAID
Chicago, IL
Permit No. 8512